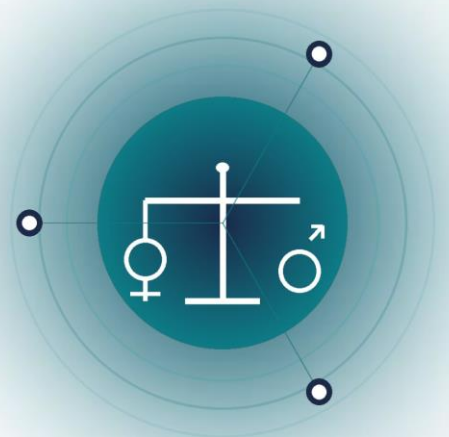


VAN MOOISTE TRADING AS • INNOVHUB

Gender Equality Plan

Empowering equality through entrepreneurship, digital innovation and inclusion

InnovHub (Van Mooiste) · Kingdom of the Netherlands · 2026–2028



This plan is grounded in Dutch and European law, including:

- Article 1 of the Grondwet (Dutch Constitution) — the right to equal treatment
- Algemene wet gelijke behandeling (AWGB, General Equal Treatment Act, 1994)
- Wet gelijke behandeling van mannen en vrouwen (WGB m/v, 1980)
- Burgerlijk Wetboek Boek 7, Articles 646 & 648 — equal pay and equal treatment of full-time/part-time staff
- Wet College voor de Rechten van de Mens (2012) — the Netherlands Institute for Human Rights
- EU Charter of Fundamental Rights, Articles 21 (non-discrimination) & 23 (equality between women and men)
- Directive 2006/54/EC (recast Gender Equality Directive) and EU Pay Transparency Directive (EU) 2023/970



1. Mission, Vision and Commitment

Mission

InnovHub is committed to promoting gender equality, equal opportunities, and social inclusion by empowering individuals through entrepreneurship, non-formal education, digital innovation, and international cooperation. The organisation supports individuals in vulnerable situations — including women, migrants, NEETs and disadvantaged groups — to achieve positive change and to participate fully in economic and social life.

Vision

InnovHub envisions an entrepreneurial and innovation ecosystem in which gender equality and equal opportunities are fully realised, and in which diversity is recognised as a driver of creativity, resilience, and sustainable growth.

Organisational Commitment

“We believe that meaningful innovation and entrepreneurship are only possible in an organisation where equality, diversity, and inclusion are not only promoted but actively practised in everyday work.”



2. Legal and Policy Framework

InnovHub operates in compliance with the gender equality legal framework applicable in the Kingdom of the Netherlands, as well as relevant European instruments:

Dutch national legislation

- **Grondwet, Artikel 1** (Dutch Constitution, Article 1) — everyone in the Netherlands must be treated equally in equal circumstances; discrimination on grounds of sex is prohibited.
- **Algemene wet gelijke behandeling (AWGB)**, in force since 1 September 1994 — the General Equal Treatment Act, prohibiting discrimination in employment, goods and services on grounds including sex, gender identity, and gender expression.
- **Wet gelijke behandeling van mannen en vrouwen (WGB m/v)** (1980) — prohibits discrimination between men and women in recruitment, pay, working conditions, promotion, and dismissal.
- **Burgerlijk Wetboek (BW), Boek 7, Artikelen 646 en 648** — the Dutch Civil Code provisions on equal pay for equal work and equal treatment of full-time and part-time employees.
- **Wet College voor de Rechten van de Mens (Wcrv, 2012)** — establishes the College voor de Rechten van de Mens (Netherlands Institute for Human Rights), which rules on discrimination complaints and monitors human rights compliance.
- **Wetsvoorstel toezicht gelijke kansen bij werving en selectie** — the forthcoming obligation for employers with more than 25 staff to adopt a written anti-discrimination recruitment policy; InnovHub adopts the same standard voluntarily as good practice, ahead of any legal threshold.



European and international instruments

- EU Charter of Fundamental Rights, Article 21 (non-discrimination) and Article 23 (equality between women and men).
- Directive 2006/54/EC on the implementation of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast).
- Directive (EU) 2023/970 on pay transparency, to be transposed into Dutch law by June 2026.
- Directive (EU) 2019/1158 on work-life balance for parents and carers.
- EU Gender Equality Strategy 2020–2025 and its successor framework.

This Gender Equality Plan combines InnovHub's Equal Opportunities Policy and its Gender Equality Plan (GEP) into a single, coherent strategic document, consistent with Horizon Europe and Erasmus+ eligibility requirements for a GEP.



3. Organisational Context

- A core team of 6 paid staff, spanning strategic management, digital transformation, EU project expertise, inclusion, and creative/STEAM coaching;
- Approximately 8–12 external experts, freelancers and service providers engaged on a project or task basis;
- A specialist Inclusion role within the core team, dedicated to equitable access, community participation, and support for marginalised groups;
- Target groups that explicitly include women, migrants, NEETs, young entrepreneurs, and individuals from diverse socio-economic backgrounds;
- Direct experience delivering inclusion-focused activities reaching approximately 50 participants annually, alongside entrepreneurship, digital, and STEAM programmes open to all genders.

As an SME at an early stage of its institutional development, InnovHub is strengthening its structured approach to gender equality through this Plan, building gender considerations into its governance, recruitment, and project delivery from the outset rather than retrofitting them later.



4. Core Principles

- Equal opportunities and non-discrimination in every aspect of InnovHub's work;
- Gender equality and diversity as a core organisational value, not an add-on;
- Inclusion and accessibility for women, migrants, NEETs, and other underrepresented groups;
- Transparency and fairness in recruitment, pay, and decision-making;
- A safe and respectful working and learning environment for staff, freelancers, and participants alike.

InnovHub applies an intersectional approach, recognising that gender inequality can intersect with other grounds of disadvantage, including migration background, socio-economic status, disability, and age — all of which are directly relevant to InnovHub's own target groups.

5. Strategic Objectives (2026–2028)

- Ensure gender equality in organisational governance and management;
- Integrate gender mainstreaming into all entrepreneurship, training, digital, and STEAM activities;
- Promote equal opportunities in recruitment and working conditions, for core staff and external experts alike;
- Strengthen staff and expert awareness and competences on gender equality;
- Ensure a safe, inclusive, and respectful environment across all InnovHub activities and partnerships, including EU-funded projects.

6. Measures and Actions

6.1 Organisational Management

- Monitor gender balance within the core team and the external expert pool;
- Assign clear responsibility for gender equality implementation within management.

6.2 Human Resources

- Apply transparent, non-discriminatory recruitment for staff, interns, and freelancers, in line with the AWGB and WGB m/v;
- Ensure equal pay for equal or equivalent work, per Article 7:646 BW;
- Ensure equal working conditions regardless of full-time, part-time, or freelance status, per Article 7:648 BW;
- Promote work-life balance, including flexible arrangements where operationally feasible.

6.3 Project Cycle Integration

- Integrate gender equality into the design and implementation of entrepreneurship workshops, non-formal education, and digital/STEAM activities;
- Ensure gender balance among workshop and training participants where possible;
- Include gender-related content and inclusive language in project materials and EU project applications (Erasmus+, Creative Europe).

6.4 Capacity Building

- Organise internal training on gender equality and unconscious bias for staff and key external experts;
- Share good practice on gender mainstreaming with European project partners.

6.5 Prevention and Protection

- Apply zero tolerance for discrimination and harassment, consistent with the AWGB and the WGB m/v;
- Ensure safe, confidential reporting procedures for staff, freelancers, and participants (see Section 9).



7. Monitoring, Indicators and Impact

InnovHub monitors implementation of this Plan through the following key performance indicators:

Indicator	Baseline	2026–2028 Target
Activities and projects that include gender equality considerations	—	≥ 70%
Gender balance among workshop/training participants (where applicable)	—	≥ 40% of the less-represented gender
Internal training sessions on gender equality per year	0	≥ 1 per year
Projects and activities collecting gender-disaggregated data	—	100%
Women and disadvantaged-group participants in inclusion-focused activities	—	≥ 50 participants/year

Qualitative indicators: integration of gender equality in project documentation and EU proposals; participant and staff feedback on inclusiveness; documented evidence of gender mainstreaming across activities.

This Plan is implemented as a living document, with continuous monitoring, evaluation, and adaptation to ensure measurable impact and sustainability.



8. Implementation and Responsibilities

- The Founder & Director is ultimately responsible for the implementation of this Plan and reports on progress at least once a year;
- All staff and engaged external experts contribute to applying gender equality principles in their day-to-day work;
- Specific responsibilities may be assigned to team members, in particular within the Inclusion function, and reviewed as InnovHub's team grows.



9. Complaints and Safeguards

- Confidential reporting procedures are available to any staff member, freelancer, or participant who experiences or witnesses gender-based discrimination or harassment;
- Protection against retaliation is guaranteed for anyone who reports a concern in good faith;
- **External support and complaints:** any person may also lodge a free-of-charge complaint with the **College voor de Rechten van de Mens** (Netherlands Institute for Human Rights, www.mensenrechten.nl), which investigates and rules on discrimination complaints under Dutch equal-treatment legislation.



10. Final Provisions

This Gender Equality Plan enters into force upon approval by the Founder & Director of InnovHub and is reviewed at least every two years, or earlier where Dutch or EU legislation changes, or where monitoring reveals a need for adaptation. It is shared with staff, engaged experts, and project partners as InnovHub's minimum common standard for gender equality.

Approval

InnovHubf commits to implementing and upholding this Gender Equality Plan across all its activities, partnerships, and EU-funded projects.